

2017

CAAPS Annual Report





CAAPS LOGO

CAAPS gratefully acknowledges William Parmbuck's contribution to the CAAPS Logo design.

OUR LOGO STORY:

“The people in the center represent the Clients and Families who CAAPS help. The people around the outside of the circle are from all the communities that are serviced by CAAPS and are Members of CAAPS. The two Boomerangs represent keeping together and staying strong. The gaps at the top and bottom show that CAAPS is always open to Families and also represents their coming in and going out.”

- CAAPS Board

CONTENTS

Our Vision & Mission pg. 2

About CAAPS pg. 3

Message from our Board pg. 4

Message from our CEO pg. 6

CAAPS Milestones pg. 8

CAAPS Strategic plan pg. 9

CAAPS Staff pg. 10

Our Core Business pg. 12

AOD 12 Week Program pg. 14

VSU 16 Week Program pg. 16

Children's Program pg. 18

Homelessness Program pg. 20

Client Health & Wellbeing pg. 22

Strong Steps Program pg. 23

CAAPS Peer Recognition pg. 24

Cultural Safety Committee pg. 26

Our Clients pg. 28

Financial Summary pg. 30

CAAPS Membership pg. 33

OUR VISION

It is the vision of CAAPS to **provide excellence in service delivery** in the area of substance misuse.

OUR MISSION

CAAPS is a family focused Aboriginal & Torres Strait Islander community controlled organisation, whose mission is to **provide evidence based assistance** to overcome problems caused by substance misuse, while **raising public awareness & advocating** for client & community need.



The Phi
33 year
effectiv



ABOUT CAAPS

CAAPS is an Aboriginal community controlled substance misuse treatment service registered in 2014 under the CATSI Act (2006).

**We are a strong family based service
informed by good cultural practices to meet
the needs of Aboriginal and Torres Strait
Islander peoples and families.**

The site at Boulter Road, Darwin has purpose built family accommodation and facilities located in a unique semi-bush setting for up to **42 clients** at Dolly Garinyi Hostel, providing **24 hour support** to residents. CAAPS also delivers a specialised program for young people misusing volatile substances.

This year CAAPS saw **354** individual clients and **186** of those attended our residential treatment programs.

As **60%** of our clients attended program as part of a family group, CAAPS accommodates the health, education and support needs of children accompanying their parents as well as unaccompanied minors aged between 12 and 18 years in the VSU program.

CAAPS has worked through many changes over recent years, but the focus on self-determination continues through supporting and retaining a high percentage of Aboriginal staff to deliver culturally secure treatment based on harm minimisation for Aboriginal and Torres Strait Islander families and young people from diverse communities and language groups. **50% of our client support staff are Aboriginal.**

CAAPS POEM

*You were like a mother,
Thought me like a father.
We were like your children,
That we were good at training.
You made us happy,
That we could popped eyes,
We were sad,
But yet you were not mad.
We ate lots of food.
You were there to make us feel good.
Not to worry my love you said,
When you go, you will work to get paid.
You are my sunshine,
That grows like a vine.
I will never forget you.
I did enjoy,
I was indeed set,
To come to CAAPS.*

--CAAPS Client

Philosophy that informed early work and continues to inform CAAPS is on, is that **'alcohol and other drug misuse can be treated more effectively by involving the whole family in the recovery process'**.



Messages From Our BOARD

"As Chairperson and on behalf of the Board of Directors I welcome you to the Council for Aboriginal Alcohol Programs Services (CAAPS) Annual Report for 2016-17.

This past year has presented many challenges, however with a very capable workforce and strong management we have been able to achieve many goals this past year. CAAPS is well placed within the social services sector, we have a strong culturally sensitive and productive organisational culture that positively contributes to achieving our purpose and we are recognised within the sector as a quality service provider.

Some of the highlights we have achieved includes the formation of a partnership with Amity Community Services to deliver the 'Strong Steps' program, which establishes a drop-in support program to be based outside of CAAPS in response to a need for enhancement of existing alcohol and other drug treatment settings in particular clients using methamphetamines. We have also established a 3 year partnership with Viva Energy to improve literacy and numeracy skills of youth, which addresses substance use issues.

In addition CAAPS is working on a three-year Quality Improvement Plan, which strengthens our governance and provides direction on business related activities. CAAPS has also enhanced our internal quality management system called Logiqc, which assists with a range of business related and risk management activities.

One of the most important items that CAAPS will be focusing on is membership, we need more members to join CAAPS on our journey and share and support us with the work that we do, which helps so many of our people." - Darren Johnson

"Congratulations to Jill and the CAAPS staff for the well functionality of the organisations. A very special thank you to Claire Taylor for her hard work and dedication to the organisation during her role as financial manager, we wish her the best for her retirement. I am very grateful for the way the organisation is running and hope to see it continue to function the same way in the future. Thank you to Claudia Kantilla, former board member, for her participation to the organisation, your contribution will be missed. I also want to wish a warm welcome to Mike Levy to our board. We look forward to working with you.

I look forward to the next 12 months of my term on the board." - Frank AhMat



Claudia Kantilla



Darren Johnson



Frank AhMat

"Nothing happens by chance and it's not by chance that CAAPS, under the leadership of our CEO Jill Smith, has again shown what courage and hard work can achieve, when you work with your staff to help clients and their families overcome disabilities that alcohol and drugs have inflicted on their way of living. Well done!" - H.White

"Director Claudia Kantilla has had to resign from the CAAPS Board due to personal reasons. Claudia has been a member of CAAPS for a number of years in many roles and her dedication and support to CAAPS board, management, staff, clients and the philosophy of our organisation is greatly appreciated. The Board of Directors along with the management and staff of CAAPS would like to sincerely thank her for her contribution over the years and wish her well.

We, the Directors of CAAPS would like to mention some highlights that need to be identified from the work of the CAAPS CEO, management and staff;

- Healthy Families Treatment Program now on an extended 3 year contract through PMC. The offer is an extension of the current Head Agreement.
- 'Strong Steps' – CAAPS secured a tender with NT PHN for a partnership with Amity Community Services for a 12 month pilot project to enhance existing AOD treatment settings, with an emphasis on client use of methamphetamines.

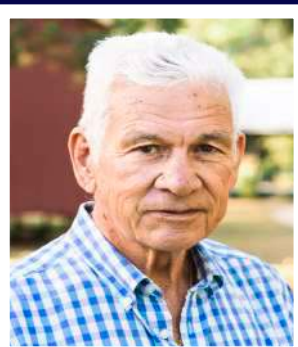
I would like to thank Jill Smith, her teams of management, administration and program staff, for their contribution and dedication to the programs and the clients of CAAPS. Thank you one and all". - K. Gehan

"I am very pleased to have recently been accepted as an independent non member director of CAAPS. In my initial dealings I have found the Board and the CEO very **diligent and passionate** about the organisation and the services that it provides. I am excited about the prospect of being a part of CAAPS and providing advice and **support** as required in the future." - M. Levy

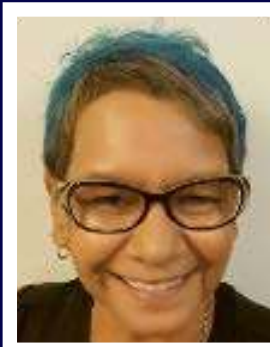
OUR FOCUS for 2018: MEMBERSHIP

We need more members to join CAAPS on our journey to share in and support us with the work that we do, which helps so many of our people.

- See Page 33 for more information on how to become a member of CAAPS -



Henry White



Kay Gehan



Michael Levy

Message from our CEO

2017 will be marked in CAAPS history as a year of new beginnings allowing us to invest in and enrich our client work, our programs and our infrastructure. We are very fortunate to have the financial support of Commonwealth and Territory government agencies, combined with our corporate partners, to sustain and expand our services.

While our Clinical Manager Aoife Connaughton takes a break to spend time with her family we welcome Andrea Rennals to lead the team in her place for the next 12 months. We also wish our Finance Manager Claire Taylor a happy retirement and welcome Lianne Toohey to the fold.



We continue to work in partnership across many areas of our business and recently had success in securing a tender for a 12-month pilot in collaboration with Amity Community Services. This joint venture funded by NT PHN has resulted in the establishment of a drop-in counselling service called 'Strong Steps' based in Coolalinga. Through this opportunity we welcome the return of Elizabeth Stubbs to our staff team after a 12 month break and offer James Manhire a chance to work in a different setting alongside our Amity colleagues.

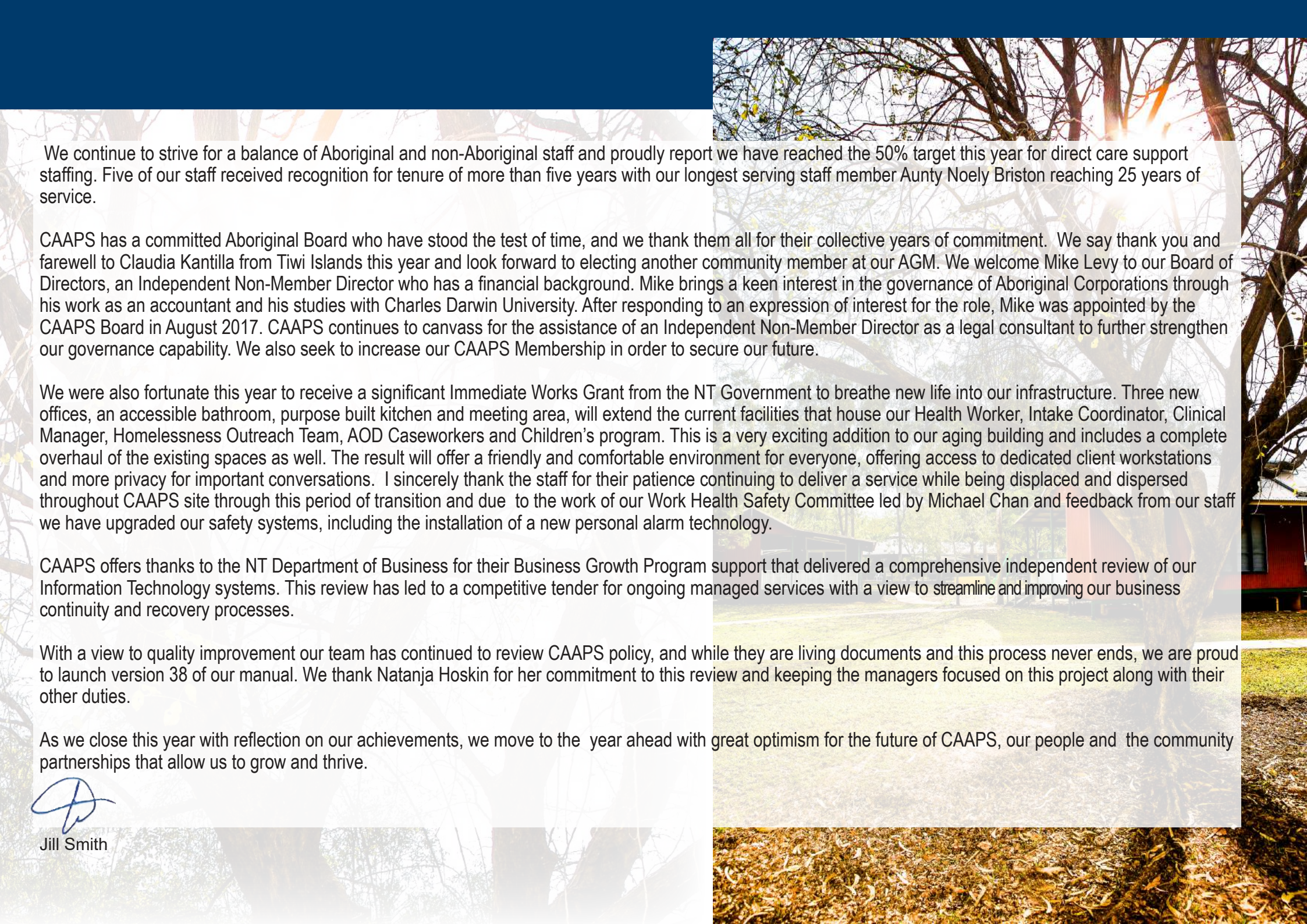
We are also very excited to receive support via a three-year sponsorship agreement with Viva Energy, enabling CAAPS to employ teacher Lee Frank to work with young people in our Volatile Substance Use program to increase their capacity to learn. This enhancement coincided with the complete overhaul of our 16-week treatment program and allowed us to thread literacy and numeracy skills development throughout the therapeutic sessions. The program will also provide for follow up after young people leave our service, and an opportunity to measure improvements and successes along the journey through an independently developed evaluation framework.

CAAPS Volatile Substance Use program received a five-year contract from the NT Department of Health to 2022, and the CAAPS funding agreement with the Department of Prime Minister and Cabinet- Safety and Wellbeing Stream was extended by an additional three years, to 2020.

This shows a real commitment to our future and confidence in the ability of our team to deliver quality outcomes.

This year CAAPS has formed our Cultural Safety Committee to support the implementation of the Cultural Safety Framework. We have engaged the support of community members to work alongside our staff to review and offer guidance on programs and publications, workforce development and employment strategy. This is a significant step forward in ensuring we remain a culturally safe organisation for our clients, staff and community.

We are an employer of choice in the sector as demonstrated by the return of a number of our team members. Many staff have left positions this year due to changes in their personal circumstances and were able to return and take up alternative roles due to CAAPS flexible approach to supporting our people.



We continue to strive for a balance of Aboriginal and non-Aboriginal staff and proudly report we have reached the 50% target this year for direct care support staffing. Five of our staff received recognition for tenure of more than five years with our longest serving staff member Aunty Noely Briston reaching 25 years of service.

CAAPS has a committed Aboriginal Board who have stood the test of time, and we thank them all for their collective years of commitment. We say thank you and farewell to Claudia Kantilla from Tiwi Islands this year and look forward to electing another community member at our AGM. We welcome Mike Levy to our Board of Directors, an Independent Non-Member Director who has a financial background. Mike brings a keen interest in the governance of Aboriginal Corporations through his work as an accountant and his studies with Charles Darwin University. After responding to an expression of interest for the role, Mike was appointed by the CAAPS Board in August 2017. CAAPS continues to canvass for the assistance of an Independent Non-Member Director as a legal consultant to further strengthen our governance capability. We also seek to increase our CAAPS Membership in order to secure our future.

We were also fortunate this year to receive a significant Immediate Works Grant from the NT Government to breathe new life into our infrastructure. Three new offices, an accessible bathroom, purpose built kitchen and meeting area, will extend the current facilities that house our Health Worker, Intake Coordinator, Clinical Manager, Homelessness Outreach Team, AOD Caseworkers and Children's program. This is a very exciting addition to our aging building and includes a complete overhaul of the existing spaces as well. The result will offer a friendly and comfortable environment for everyone, offering access to dedicated client workstations and more privacy for important conversations. I sincerely thank the staff for their patience continuing to deliver a service while being displaced and dispersed throughout CAAPS site through this period of transition and due to the work of our Work Health Safety Committee led by Michael Chan and feedback from our staff we have upgraded our safety systems, including the installation of a new personal alarm technology.

CAAPS offers thanks to the NT Department of Business for their Business Growth Program support that delivered a comprehensive independent review of our Information Technology systems. This review has led to a competitive tender for ongoing managed services with a view to streamline and improving our business continuity and recovery processes.

With a view to quality improvement our team has continued to review CAAPS policy, and while they are living documents and this process never ends, we are proud to launch version 38 of our manual. We thank Natanja Hoskin for her commitment to this review and keeping the managers focused on this project along with their other duties.

As we close this year with reflection on our achievements, we move to the year ahead with great optimism for the future of CAAPS, our people and the community partnerships that allow us to grow and thrive.



Jill Smith

CAAPS Milestones

1984

CAAPS was founded as a cooperative venture, by the Catholic, Anglican and Uniting Church diocese.

1987

The initial treatment program started at Gordon Symons Hostels and was the provision of Dependent and Co-Dependent programs aimed to help families manage their lives when faced with the burden of dealing with alcohol dependence and petrol sniffing, in a family environment.



1991

CAAPS association with the Knuckey's Lagoon Community and the Aboriginal Development foundation began. The development of The Gordon Symons Centre - CAAPS Treatment & Training Centre and the incorporation of CAAPS as an Aboriginal Association.

1992

Community outreach services provided at Maningrida and Darwin. Mapping of town camps and drinking camps and the development of strong relationships with clients.



1994

A 99 year lease of land was granted to CAAPS by the NT Government.

1997

The unique purpose built facility was officially opened on the 15th of August, continuing today to provide a comprehensive parenting and family wellbeing program for Aboriginal families from across the Northern Territory.

2000

New training center/ office complex opened and additional family accommodation was built.

2004

Dolly Garinyi Hostel was officially opened by Ms. Marion Scrymgour MLA Minister for Family and Community Services, on the 12th of May.

2006

The Volatile Substance Abuse (VSA) Program was officially opened. The residential diversionary program run over eight weeks to support youth with skills to divert away from substance use, in particular the harmful affects of volatile substances.

2007

The Youth Wellbeing Program officially opened to provide community visits, delivering training about petrol sniffing and supporting community run diversionary programs.

2010

The organisation secured funding to engage a Registered Nurse with AOD expertise to identify medical and health risks for all clients accessing CAAPS Services.

2011

CAAPS secured funding under 'Closing the Gap' initiative to engage a Clinical Supervisor who would provide ongoing clinical supervision support and mentoring for CAAPS Aboriginal AOD Counsellors.

2014

CAAPS registered with the Office of the Registrar for Indigenous Corporations after a unanimous endorsement by the CAAPS Members at a Special General meeting.



2015

CAAPS became a QIC Accredited organisation. All 18 Health and Community Service Standards for accreditation were met with the Quality Improvement Council.

2016

Deadly Clever - CAAPS was selected for a 3 year partnership with VIVA Energy. - see page 15



2017

The launch of the Strong Steps pilot program as a joint initiative between CAAPS and Amity Community Services Inc, funded by the NT PHN.

- see page 23



CAAPS Strategic Plan 2017 – 2020

Key Result Area	Strategies	Objectives / Focus Areas
Resources	<ol style="list-style-type: none"> 1. Commit to Good Governance, Risk Management and legal Compliance at all times 2. Encourage an organisational culture of improvement and sustainability 3. Market CAAPS internally and externally 	<ul style="list-style-type: none"> • Address Board succession • Ensure that funding body KPI's drive performance • Increase Aboriginal and Torres Strait Islander recruitment and retention. • Maintain QIC accreditation • Optimise use of the LOGIQC system • Recognise and reward initiative • Encourage flexibility and innovation in service delivery • Participate in networking events • Promote CAAPS in all media streams
Client Services	<ol style="list-style-type: none"> 4. Ensure best practice in clinical governance 5. Ensure cultural connection and family are the foundation of work with clients 6. Increase the range of services provided to clients 	<ul style="list-style-type: none"> • Review the 12 week Program annually • Maximise in-house and local opportunities for staff training • Review the Intake program 6 monthly • Celebrate Aboriginal and Torres Strait Islander family and cultural values • Support the Cultural Safety Framework and the Cultural Safety Committee • Ensure service delivery is responsive to the family context • Enhance aftercare and follow-up • Provide transitional accommodation • Enhance outreach in partnership with others • Provide access to parenting and life skills training • Access the other sources of funding relevant to clients to meet their needs
Partners	<ol style="list-style-type: none"> 7. Build sustainable links with clients' communities 8. Work with government agencies to deliver innovative programs which benefit communities 	<ul style="list-style-type: none"> • Maintain contact with past clients and their communities • Share CAAPS experience with organisations and communities • Develop formal partnerships to improve access to services • Facilitate access by clients to employment opportunities • Build the capacity of CAAPS to respond to new ideas and opportunities • Build alliances beyond the AOD sector



CAAPS STAFF



Front Row (Left to Right):

Catherine H, Jasmin, Lianne, Katie, Erica, Jill, Noelene, Derylene, Katrina, Sharon, Maria, Ora.

Back Row (Left to Right):

Julie, Jenny, Natanja, Aura, Catherine. C, Jannie, James, Lee, Donald, Mandeep, Tommy, Pou, Michael P, Michael C, Aoife, Charlotte.

Absent:

Elizabeth, Anupa, Claire, Levi, Seva, Sharyn, Phil, Ronnie, Ben, Deborah

CAAPS continues to support professional development of our teams. Following on from the graduation of three staff with Certificate IV in AOD (through our partnership with Swinburne University of Technology) we have a 12 staff enrolled with two local training providers to commence their Certificate IV this year.



The three graduates - Anupa, Aoife & Gary



CAAPS Members

CAAPS Board of
Directors

CEO

Strong Steps
Counselor

Administration
Officers

Clinical Manager

Admin Officer

Homelessness Workers

AOD Workers

Intake Coordinator

VSU Case Workers

VSU Educator

Health Worker

Children's Worker

Shift Supervisor

Life skills Workers

Youth Engagement
Workers

Active Night Workers

Finance Manager

Finance Officer

Transport Officer

Domestic Advisors

OUR ORGANISATION

CAAPS STAFF 2016-2017

Jillian Smith
Aoife Connaughton
Claire Taylor
Lianne Toohey
Sharon Smellin
Michael Chan
Natanja Hoskin
Katie Karamanakidis
Aura Tipene
Thomas Friel
Derylene Voysey
Noelene Briston
Jenny Mahoney
Charlotte Tayolor
Maria Corbett
Catherine Coles
Elizabeth Stubbs
James Manhire
Ora Opai
Mick Peters
Catherine Hallworth
Katrina McKie
Pouv Pich
Lee Frank
Donald De Silva
Mandeep Singh
Julie Wauchope
Phil Perkins
Anupa Matthew
Seva McFadyen
Jannie Heijmans
Ben Christie
Jasmin Bartolome
Deborah Harris
Ronnie Burns
Erica Brooks
Sharyn McLeod
Levi Aldenhoven
Claire Skrymgour

Chief Executive Officer
Clinical Manager
Finance Manager (Retired)
Finance Manager
Finance Officer
Shift Supervisor
Executive Assistant
Administration Officer
Administrative Officer
Transport Officer
Domestic Advisor
Domestic Advisor
Health Worker
Intake Coordinator
Homelessness Worker
Children's Worker
Strong Steps Counselor
Senior AOD Caseworker
Senior AOD Caseworker
AOD Caseworker
AOD Caseworker
VSU Caseworker
VSU Caseworker
VSU Educator
AOD Active Night Worker
AOD Active Night Worker
VSU Active Night Worker
VSU Active Night Worker
Youth Engagement Worker
Youth Engagement Worker
Youth Engagement Worker
Life Skills Development
Life Skills Development
Life Skills Development
Relief Staff
Relief Staff
Relief Staff
Relief Staff
Relief Staff

OUR CORE BUSINESS: and areas of activity

16 Week VSU Program

16 Week Residential Program that aims to assist youth between the ages of 12 to 25 years in treatment for volatile and other substance misuse. The program focus includes education towards healthy lifestyles.

See Page 16 for details.

12 Week AOD Program

12 Week Residential Program, developed over 30 years and focuses on Aboriginal & Torres Strait Islander people and their families coming together to deal with substance use issues in a safe and supportive environment.

See Page 14 for details.

Childrens Program

Our Children's program makes it possible for parents to participate in their rehabilitation whilst knowing that their little ones are cared for in a safe and educational environment. The program provides daily activities for children who are not of school age, to develop school ready skills and routines.

See Page 18 for details.

Homelessness Outreach

Dolly Garinyi Hostels

Our Hostels team ensures that all clients' accommodation needs are met for the duration of their stay at CAAPS. The Domestic advisors assist with the training of good personal and home hygiene practices.

This program focuses on fostering interagency relationships to support people who are homeless or at risk of homelessness. We also conduct initial need assessments and assist clients to access information on services and foster available community support through education whilst raising community awareness.

See Page 20 for details.

Client Health & Wellbeing

Our on site Health Worker allows clients to have direct access to a wide variety of services such as medication management, wound care, chronic disease management and preventative measures.

See page 22 for details.

Strong Steps Pilot Program

The drop-in pilot program provides counselling & information about alcohol & other drugs for people in Darwin's rural area.

See Page 23 for details.



AOD 12 Week Program



After extensive planning and effort, we were able to roll out the newly developed AOD treatment program and the feedback has been good.

As we continuously improve our programs we see great achievements with staff and clients working together.

The increase in client's active participation and discussion during session is a good indicator that the program is engaging participants well. Staff report the new facilitator's handbook developed to assist with consistency and support the program delivery is working well. CAAPS Clinical Team are currently making minor program adjustments, by taking into account client, staff and stakeholder feedback.

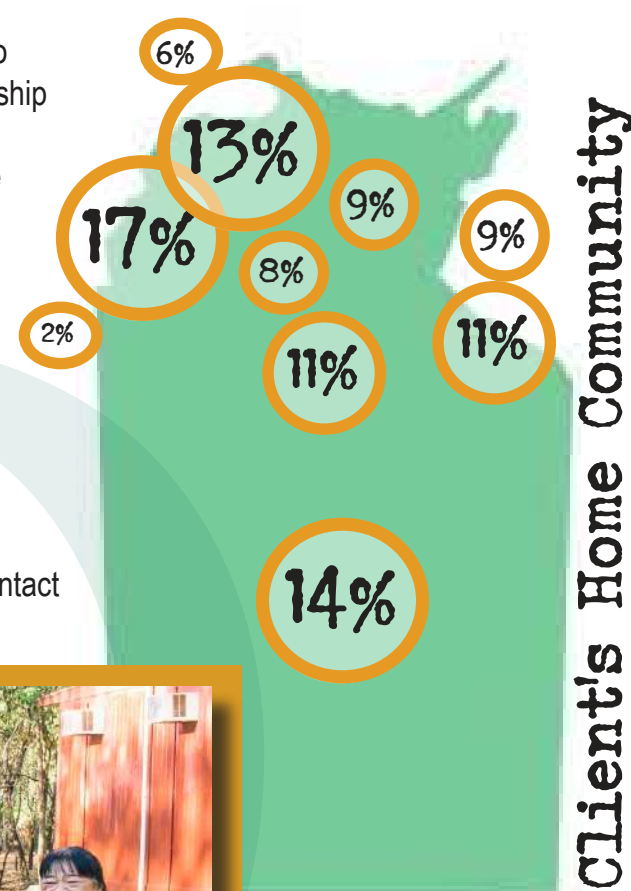
Collaboration is vital for all case management in the AOD program as clients present such a range of needs based on age, gender, language and location of home communities.

CAAPS relies on community partners. Some key organisations include; NAAJA, Territory Families, NT Department of Corrections and Danila Dilba Health Service. Catholic Care NT and Relationships Australia work with us to support client needs. With 60% of our clients entering treatment with a family member and over 51% having some form of child protection involvement, the requirements for collaborative relationships are continuously increasing. We were very pleased this year to see a number of families achieve reunification during their program.

Funded by the Department of Prime Minister and Cabinet, the objectives of the Healthy Families programs are to reduce harm by engaging clients in alcohol and other drug treatment, life skills and parenting education, relationship and financial counselling, comprehensive health checks, mental health and wellbeing support. Our caseworkers facilitate individual case planning through needs assessments. As part of the Healthy Families program, the Life Skills Development Workers deliver sessions on evenings and weekends. They have dedicated a lot of time in establishing this new element and report success in engaging clients.

72% of our AOD Clients are from remote communities

Our Healthy families AOD team shows strong and continuous commitment to our clients from first point of contact to post-exit follow up and support.



AOD Team (from left back): A. Tipene, A. Connaughton, M. Singh, J. Manhire, D. De Silva, M. Peters, C. Coles, J. Mahoney, O. Opai,
AOD Team (from left front): J. Bartolome, C. Hallworth, M. Corbett, C. Taylor



VSU 16 Week Program

CAAPS is funded by the Department of Health NT AOD programs and the Department of Prime Minister and Cabinet to provide a 10 bed residential program with 24 hour care and treatment for young people aged 12- 25 years who are using volatile substances and other drugs.

Support includes comprehensive needs assessments, case planning , health screening and programs to improve mental health and wellbeing, life-skills and self-care.

The VSA team have worked to enhance treatment this year with the 16-week program redeveloped and rolled out. The aim was to strengthen the delivery to increase opportunities for language and literacy development as well as improve the life skills developed with young people during their stay. Our newly appointed Educator Lee is working alongside our Case Workers Pouy and Katrina.

Two culture camps occurred during the 2017 dry season- this is always a highlight for the clients. A lot of planning and work goes in to each camp (thanks to caseworker Pouy).

CAAPS has built very strong relationships with professionals in the community who dedicate a lot of time to the young people they refer. The teams at AODT, ADSCA, and CAYLUS, collaborate on a daily basis for the client's care, and respond quickly to their needs in challenging times. We are grateful for this continued support and look forward to working together in coming years.

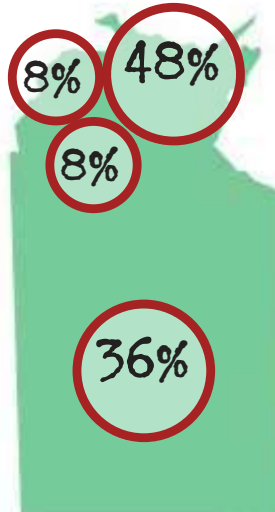


The Youth Engagement workers who support the clients on evenings and weekends have invested a lot of energy in enhancing their program to align with the redeveloped treatment program. A focus on the variety of outings and activities, an improved nutritional plan, along with additional evening activities has kept the clients very busy and engaged.



VSU Team (from left): M. Chan, J. Wauchope, J. Heijmans, L. Frank, P. Pich, K. McKie, E. Brooks

Client Home Community



94% of our VSU clients are from remote communities

Viva helps to fight addiction

A FUEL company has injected \$300,000 into a support program that fights substance abuse in indigenous communities.

Viva Energy Australia donated the funds to the Council for Aboriginal Alcohol Program Services this week.

CAAPS chief executive officer Jill Smith said the new funds would be used to improve literacy and numeracy skills of youth in the Darwin-based treatment unit.

"Viva Energy's funds provide a wonderful opportunity to directly support school-aged Aboriginal youth who are participating in a 16-week residential program to address substance use issues," she said.

"Secondary school level numeracy and literacy support will be woven into the daily routine for these 12 to 18-year-olds, who are already struggling with a number of issues at such a young age.

Ms Smith said 96 per cent of the service's clients were school aged.

Viva Energy general manager Dan Ridgway said the program fit with the company's commitment to address petrol sniffing and substance abuse.

"It is well-known that poor literacy and numeracy skills increases the chance of substance use among youth," he said

CAAPS partnership with Viva Energy grew from a need to support young people to access education and a willingness of Viva to assist CAAPS to address petrol sniffing in the NT. A review of CAAPS client data for those participating in the Volatile Substance program from January to June 2016 showed that:

- 96% of clients attending the VSA program are school aged, mean age is 13 years, 55% of school aged clients had not been attending school before entry into the program
- 45% of school aged clients had been attending some school prior to entry of the VSU program although many had experienced poor outcomes and were at risk of complete disengagement.

Evidence supports the importance of this work in that:

- Poor school attendance and academic performance has been found to be a risk factor for substance use (Bond et al 2000), therefore supporting school attendance for our young clients during and after residential treatment at CAAPS may serve as a protective factor against relapse.
- Poor literacy and numeracy skills have been linked to poor lifelong outcomes including greater chance of involvement with the criminal justice system (ECCT, 2009).

A strategic goal for CAAPS is the improvement of educational outcomes for school-aged clients through provision of:

- A numeracy and literacy program to meet assessed needs for a minimum of 10 hours per week
- Provide individual tuition and support as needs are identified
- Coordinate educational goals including reintegration into school in community of origin or vocational education.



CAAPS partnership with Viva Energy offers clients a new level of support and opportunity. The training room has significant improvements making it a friendly educational environment encouraging engagement.

The Viva Distribution Manager, Mr Vince Neville visited CAAPS. He met with staff and clients and had a tour of our VSU Service.



CHILDREN'S Program



CAAPS were lucky to work with two fantastic children's workers this year, who were an excellent source of support to our families. Throughout the year, children presented with many complex needs where alternative individualised plans and activities were required.

New programs for Mum's and Bub's and close collaboration between the Case Workers, Health Worker and the Children's Worker, resulted in positive outcomes for many families.

Children continue to reach milestones, learn about protective behaviours, and receive school support. Our children's worker has adapted innovative approaches with many different children this year in the school classrooms (secondary or primary level).

This supported children from remote communities to settle, and assisted children with disabilities to access services.

The school holiday programs provided many creative activities, enjoyed by all.

The Children's room will benefit from a makeover and a specially designed toddler safe play area.

As we end the year with a large number of children as residents, we are reminded of how important CAAPS service is in **supporting families.**



CAAPS Children's Worker
Catherine Coles

GROWING

CAAPS is supported by a Children and Schooling Program grant from the Department of Prime Minister and Cabinet. The grant ensures continuous service excellence by allowing CAAPS to run our current Children's room facilities and ensure the following service delivery outcomes:

- * Supporting dependents who accompany their parents entering the Healthy families residential Treatment Program.
- * Providing access to health screens and early learning programs, care and school readiness.
- * Ensuring school aged children are enrolled in and attending school, provide homework support and access for older youths aged 12 - 17, to the NT Government funded school re-engagement center situated in Malak.
- * Provide initial health assessments on-site.
- * Monitoring of children and youth for signs of learning and developmental difficulties, as well as the early detection of Foetal Alcohol Spectrum Disorder.
- * Provide children aged 1 - 3 with a program designed to strengthen early childhood development, increase self-care and improve school readiness.
- * Provide a parenting program to support parents with school engagement, encourage and assist with establishing and maintaining healthy school routines.
- * Providing an Indigenous parenting program to increase parenting capacity in key areas such as child health, family dynamics, child safety, behavior management and children's developmental support needs.



Some exciting new changes to our facilities include a refurbished children's room as part of our capital works project and the addition of an outdoor undercover play area at the rear of the children's room complete with soft fall and age appropriate equipment for toddlers to develop gross motor skills in a safer purpose built space.





● CAAPS Hos Worker
● Maria Corbett

Homelessness in the NT continues to rate the highest of any State or Territory. Homelessness outreach has emerged as an important method of implementing early intervention and prevention strategies.

CAAPS program combines the practice of relationship building and sustained interaction with clients in the provision of best outcomes. CAAPS recently received additional funding to employ another Homelessness Outreach worker for two and a half days a week, which has improved our capacity to deliver a quality service to our clients.

CAAPS Homelessness Outreach Program supports Aboriginal and Torres Strait Islander people and their families. Staff support clients to secure transitional accommodation, lodge Priority Housing applications, liaise with Department of Housing & Community Development and maintain accommodation.

The outreach components cover: tenancy support; referrals to other agencies; information and advocacy; and after care to support longer-term outcomes.

Referrals are often for people with no fixed address or contact number. Reasons for people becoming homeless or at risk are indeed complex. Structural factors such as poverty, unemployment and lack of affordable housing significantly impede a person's ability to access and sustain accommodation. Individual circumstances also increase a person's vulnerability to homelessness such as substance misuse, mental health issues and domestic violence.



Intake worker Charlotte Taylor and Hos worker James Manhire during Homelessness Week.

85%
of people defined as
homeless live in severely
crowded dwellings

**FACT: Poverty and severe
hardship affect more than
a million Australians.**

Homelessness in the NT is

15 times

the National average.

CAAPS participates in Darwin Homelessness Response Group to encourage agencies to work collaboratively in a culturally responsive way to deliver services to people with complex needs who are homeless or at risk of homelessness. In November 2016, NT Shelter supported the Darwin Regional Accommodation Action Group in arranging a forum for accommodation providers to share information about their services.

CAAPS continues to foster community support and community engagement through participation at community events. This provides an opportunity to disseminate information and raise awareness.

The events attended in 2017: Anti-Poverty Week; NTSGAC 20th Anniversary of "Bringing Them Home" Report and National Sorry Day; NAIDOC Week; and National Homelessness Week.

HOS linked up this year with: **HEAL Program Larrakia Nation; Sobering up Shelter Mission Australia; Ozanam House Saint Vincent de Paul; SupportLink Integrated Services Framework** (receiving and making referrals by referring agencies via a secure web based environment), to develop working partnerships to improve pathways for vulnerable people to access appropriate services.

The opportunity to obtain free ID has assisted many clients obtain free birth certificates and proof-of-age cards. This NT Government program has proven to be of great benefit to our clients, many of whom have never had a birth certificate.

The NT snapshot

Rate of homelessness © NT Shelter – 2016

- 15 times the national average.
- 7.3% of all people are experiencing homelessness (compared to 0.05% nationally).
- 1 in 4 Aboriginal people are experiencing homelessness.
- 10% of all Territorians under the age of 18 are experiencing homelessness.
- 85% of people defined as homeless live in severely crowded dwellings.
- 10% of all people sleeping rough are under the age of 18.





CAAPS Health Worker
Jenny Mahoney

CLIENT HEALTH and wellbeing

Looking back over a busy year at CAAPS, health is still a significant issue for our clients that we are **very committed** in supporting them to address.

The Health Worker and Children's worker are undertaking Foetal Alcohol Spectrum Disorder (FASD) training to give CAAPS staff the skills to identify and care for clients presenting with FASD.

Completion of Quitskills smoking cessation training has provided insight and further knowledge to pass on to clients. While clients still need to attend Danila Dilba for a health check prior to commencing Nicotine Replacement Therapy (NRT), having the skills to discuss quitting and the process around this has provided another avenue to promote **better health outcomes**.

The majority of clients entering the CAAPS program experience health problems, often exacerbated by their substance use. All of our clients attend Danila Dilba, for a health check, usually within the first week of their admission into the program.

With 1 in 8 (**13%**) Aboriginal and Torres Strait Islander people affected by Cardiovascular disease (CVD) it is vital that CAAPS support clients during their admission; to assess their risk of CVD, provide effective care including medication compliance, and assist clients in choosing appropriate lifestyle changes. Some of these changes include, reducing or ceasing smoking, eating a well-balanced diet, exercising and reaching a healthy weight range.

CAAPS has engaged the services of a personal trainer to work with clients on site.

On average 13% of Aboriginal and Torres Strait Islander adults have Diabetes, being more common in women (56%) than men (44%), with people living in remote areas twice as likely to be diagnosed with this disease. Reductions in risks and hospital admissions for complications can occur from providing health promotion support.

At CAAPS we provide education and medical information for mothers and their children as well as youth regarding risk factors, treatment and prevention. This includes, hygiene, nutrition, smoking cessation and booking of regular ear health checkups.

A common health concern with children and youth entering the CAAPS is Otitis Media (OM) when the middle ear is infected with bacteria or a virus. OM can cause significant hearing loss and Aboriginal and Torres Strait Islander children and young adults, are impacted by ear disease and hearing loss more frequently than other Australians.

Recently volatile substance users (VSU) entering the program have engaged in the use of aviation fuel (Avgas) rather than other inhalants. It appears that Avgas is obtainable in some communities, and has an extremely high lead content. This has resulted in youth entering the CAAPS program with elevated lead levels in their blood. As a response based on medical advice CAAPS current protocol is to have all VSU clients tested for blood lead levels as part of their initial medical screening.

CAAPS has a valuable network of support through open dialog, communication & established links with other Allied Health Services, including:

- * Danila Dilba,
- * Oral Health Services
- * Healthy Living
- * Maternal and Child Health Clinics
- * NT Hearing
- * On-site exercise program
- * Royal Darwin Hospital Outpatients Clinic





Strong Steps Counsellors (left to right):
Elizabeth Stubbs, Johanna Goncalves (Amity) & James Manhire

**You can find us at Shop 3 /465 Stuart
Highway, Coolalinga.**

This year CAAPS and Amity Community Services launched a joint initiative pilot called '**Strong Steps**'.

The program provides Alcohol and Other Drug Counselling and Information to people impacted by methamphetamines, alcohol and other drugs in the greater Darwin rural area.

This initiative supported by the Northern Territory Primary Health Network (NTPHN) is funded through the Methamphetamine Drug and Alcohol Treatment (MDAT) stream.

Based in Coolalinga, this program presents an opportunity to bridge the gap for people living in Darwin's rural area to access free, quality AOD counselling services.

The service model came about through the collaboration of both organisations with reference to the evidence base around flexible and effective modes of treatment for methamphetamine and other drugs.

Strong Steps offers drop-in access for individuals and their families for Counselling, Brief Interventions, Assessment and Screening, Referrals and Information.

Experienced staff both from CAAPS and Amity have come together to offer culturally diverse and gender specific options for our potential clients.

Strong Steps offers a child friendly environment with extended opening hours and flexible client centered interventions in a central location in greater Darwin's growing rural hub.

STRONG STEPS
Pilot Program



CAAPS Peer Recognition

CAAPS employees are rewarded and recognised for their commitment and dedication. Recognition is about identifying people who work effectively and who demonstrate behaviours that drive CAAPS values. The program enables employees to nominate colleagues who have demonstrated the organisations values and who have contributed to positive achievements. Nominations are considered for each quarter. Nominees are recognised by their colleagues based on the CAAPS values **CIPHER**:

Caring - Care for clients, for the community, for culture, for team and for CAAPS work.

Integrity - Doing what is right. Doing what we say we are going to do and acting with professionalism.

Pride - Pride for self, amongst clients and towards CAAPS.

Harmony - Working together; Showing empathy for others; Accepting difference.

Empowerment - Enabling people to be the best they can be; Grow stronger; Strive for equality.

Respect - Recognise the rights of self and others, value culture and act with consideration.

CAAPS also awards Long Service Achievement and this year, CAAPS long service achievement awards went to:



Noelene Briston	- 25 Years
Derylene Voysey	- 6 Years
Jenny Mahoney	- 6 Years
Sharon Smellin	- 5 Years
Michael Chan	- 5 Years

Employees of the Year Award 2016



Joanne Edwards



Maria Corbett

2016 Fourth Quarter Winners



Catherine Hallworth



Sharon Smellin



Jenny Mahoney



Noelene Briston

2017 First Quarter Winners



Julie Wauchope



Derylene Voysey

2017 Second Quarter Winners



Jasmin Bartolome



Michael Peters



Charlotte Taylor

2017 Third Quarter Winners



Katie Karamanakis

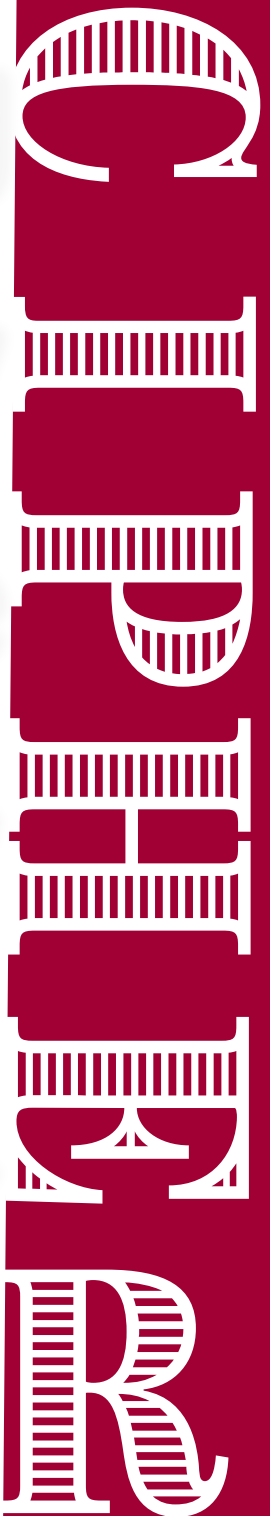


Noelene Briston



James Manhire

Caring
Integrity
Pride
Harmony
Empowerment
Respect



Cultural Safety Committee



Committee Members (left to right):

Charlotte Taylor, Katrina McKie, Jasmin Bartolome, Michael Torres, Jill Smith, Catherine Hallworth, Michael Chan



Aim

The development of the Cultural Safety Committee seeks to ensure a continually high standard of culturally safe engagement with stakeholders remaining a key concern to CAAPS board and staff. It has been designed to articulate CAAPS' existing approach to cultural safety as well as imbed strategies that seek to improve this approach into the future. It aims to guide the development and implementation of culturally safe strategies that appreciate the cultural differences within Aboriginal society.



Principles

- Empowerment of Aboriginal People
- People and family centered
- Transparency & Accountability
- Equity
- Shared responsibility
- Ongoing improvement and innovation



Action

The Cultural Safety Plan enables the committee to be guided in their development and to monitor priority actions, and has identified four focus areas. These focus areas include **Program & Services**, **Grounds & Facilities**, **Publications** and **CAAPS Workforce**. The committee provides ongoing consultation in line with the four focus areas and advocates for and promotes the Cultural Safety principles within the organisation.

- | | |
|----------------------|---|
| Program & Services | - To ensure that all programs and services are being delivered in a culturally safe way. All programs, projects and services must be reviewed and approved by the committee prior to implementation. |
| Grounds & Facilities | - To ensure that the grounds and facilities provided by CAAPS are culturally safe for Aboriginal people and their families as well as the general Aboriginal community. |
| Publications | - To ensure that all publications produced by CAAPS are culturally safe. This includes forms, reports, promotional material, web based content and multimedia publications. |
| CAAPS Workforce | - To ensure that CAAPS can attract and retain a suitably skilled Aboriginal work force as well as to ensure that all new employees have the knowledge to effectively work with Aboriginal people, their families and their communities. |

COMMITTEE MEMBERSHIP

At least four members who meet the following criteria:

- Member of senior management team
- Member of Staff (non-management) who identifies as Aboriginal / Torres Strait Islander
- Member of Staff (non-management) who does not identify as Aboriginal / Torres Strait Islander
- Community Member who identifies as Aboriginal / Torres Strait Islander
- Board appointed Cultural Advisors

PROGRESS ON KEY PRIORITY ACTIONS

- | | |
|----------------------|--|
| Programs & Services | <ul style="list-style-type: none">- Use of Aboriginal specific resources (AimHi Stay Strong app.) as a case management e-Mental Health tool- Male clients to be referred to culturally safe services |
| Grounds & Facilities | <ul style="list-style-type: none">- Culture block restoration and re-generation of seasonal bush tucker trees- Provision of traditional food and cooking methods- Signage on grounds in Aboriginal languages |
| Publications | <ul style="list-style-type: none">- All commonly used publications reviewed and amended by the Cultural Safety Committee- Caution prior to accessing CAAPS website |
| CAAPS Workforce | <ul style="list-style-type: none">- Introduction of general cultural awareness training for new employees- Plans developed to increase CAAPS skilled Aboriginal workforce |



The Cultural Safety Plan includes:

- * Male & female AOD workers available for clients with culturally based gender preferences
- * Use of Aboriginal specific resources
- * MOU with DAIWS Indigenous Men's service
- * Relationships with Aboriginal Interpreter Service for engagement with services as required
- * On-site Fire pit for cooking
- * Traditional food options - Kangaroo Tail, Longbums, fresh-water turtle, goose and periwinkle
- * Publication warnings for viewer discretion
- * AOD and VSU program's specifically tailored for Aboriginal and Torres Strait Islander people



Our Clients

CAAPS has clients of all ages and from all corners of the NT. CAAPS referrals come from the following sources:

VSU

- NT Department of Health TADS - 52%
- ADSCA Central Australia - 26%
- Territory Families - 10%
- Department of Health General - 2%
- Remote AOD - 4%

AOD

- Community Services Partners - 32%
- Territory Families - 23%
- Department of Corrections - 12%
- NAAJA - 12%
- Self - 11%
- Family - 7%
- NT Department of Health AOD - 3%



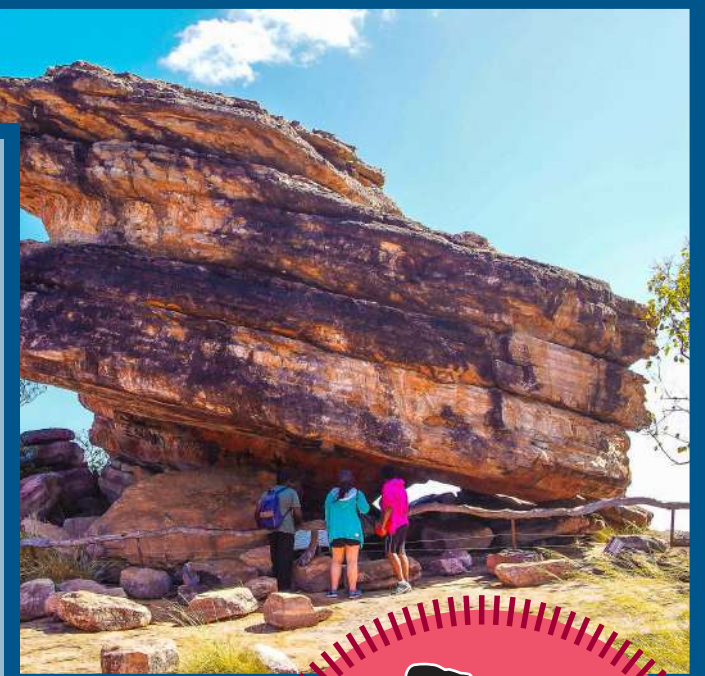
60%
of our clients
attended the
program as part of a
FAMILY GROUP

CAAPS Annual CAMP

Healthy Families clients go on a camping trip once a year – this fits as part of Culture Week programming. During school holidays in the dry season the campers went to Jabiru camping grounds in the Kakadu National Park.

All of the clients go on the trip and are accompanied by staff. This year, four staff members accompanied the group, and stayed an extra night camping this time – making the trip for 3 nights. This allowed for a slightly more relaxing trip to warrant all the preparation and planning.

CAAPS visited culturally significant sites and on the first day they walked to the top of Ubirr, observed the rock art along the way, then stopped off at Cahill's Crossing, spending some time crocodile spotting. On the second day they visited another rock-art site Burrungkuy (Nourlangie), this one included a fascinating historic camping ground, followed by a look around Warradjan Aboriginal Cultural Centre.



354
individual clients were
seen by CAAPS



FINANCIAL SUMMARY

The CAAPS Board would like to thank the following agencies and organisations for their financial support during 2016-17:

- Commonwealth Department of Prime Minister & Cabinet (PM&C)
- NT Department of Health
- NT Department of Housing
- VIVA Energy Australia Pty Ltd
- Northern Territory Primary Health Network

CAAPS is incorporated under the *Corporations (Aboriginal and Torres Strait Islander) Act 2006* and is required to produce a General Purpose Financial Report details of which are summarised and included. For the 2016/17 financial year CAAPS recorded a net surplus of \$228,865. The Corporation's property, plant and equipment were valued by an independent valuer, Herron, Todd White as at the 30th June 2017 and subsequent adjustments were made through CAAPS Asset Revaluation Reserve. This valuation reflects the fair value of CAAPS assets at the end of the financial year and is in line with current accounting principles and the requirements for national accreditation. Capital improvements valued at \$101,530 were made to CAAPS Administration Building during the year to facilitate access for disabled clients and other visitors. After the asset revaluation decrement was applied, CAAPS comprehensive income figure was \$78,104.

Overall income increased 8% in 2016-17 due to the receipt of additional funding from the Department of Health NT and new funding received from VIVA Energy Australia and Northern Territory PHN. Corresponding expenses rose by 11%. Client Income was slightly less than last financial year and service delivery expenses increased by 6% during 2016-17. Service delivery costs (excluding employee related costs) were approximately 6% of total expenses.

A graph detailing the activities supported by this category of costs is presented.



For the year ended 30 June 2017

Council for Aboriginal Alcohol Program Services Aboriginal Corporation

Income	2017 \$	2016 \$
Grants	3,188,615	2,933,797
Client income	105,407	130,968
Other income	52,401	14,878
Interest received	14,980	10,580
Gain from disposal of fixed assets	1,818	23,636
Total Income	3,363,221	3,113,859

CAAPS received the majority of its income from government and other grants (\$3,360,553 or 95%). Client tariff contributions accounted for 3% of total income during the 2016-17 financial year.

Expenses	2017 \$	2016 \$
Service Delivery Expenses	530,476	500,992
Employee Benefits	2,406,804	2,275,622
Other Expenses	197,076	202,688
Total Expenses	3,134,356	2,979,302

Net current year surplus	228,865	134,557
--------------------------	---------	---------

Other Comprehensive Income

Asset revaluation decrement	(150,761)	(7,655)
-----------------------------	-----------	---------

Total comprehensive income for the year	78,104	126,902
--	---------------	----------------

Assets	2017 \$	2016 \$
Current Assets	1,391,415	2,060,378
Non-current assets	2,782,419	2,831,650
Total Assets	4,173,834	4,892,292
Current Liabilities	729,691	1,527,737
Non-current liabilities	7,658	6,174
Total Liabilities	737,349	1,533,911
Net Assets	3,436,485	3,358,381

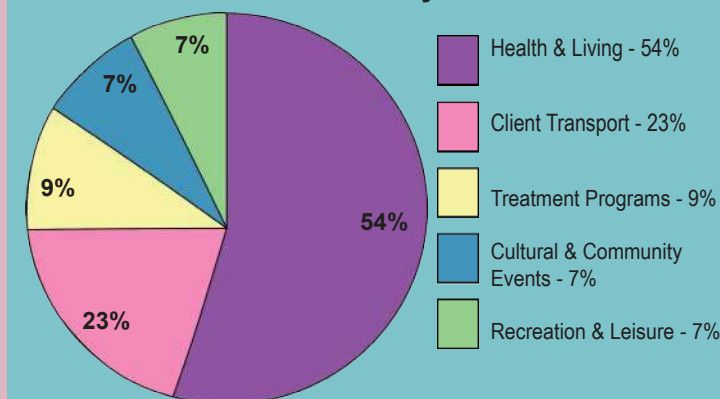
Current Ratio

The current ratio seeks to measure an organisations ability to pay its short-term liabilities with its short term assets.

CAAPS current ratio = 1.9.

This indicates that CAAPS has 1.9 times more current assets than current liabilities, and is able to fund its current liabilities without having to sell off any of it's assets.

Service Delivery Costs



Directors REPORT

COUNCIL FOR ABORIGINAL ALCOHOL PROGRAM SERVICES ABORIGINAL CORPORATION
ABN: 24 981 990 592

DIRECTORS' REPORT

The Directors submit the financial report of the Council for Aboriginal Alcohol Program Services Aboriginal Corporation (CAAPS) for the financial year ended 30 June 2017.

OPERATING AND FINANCIAL REVIEW

The surplus from ordinary activities of the Corporation amounted to \$228,865 (2016: \$134,557). In addition there was other comprehensive loss this year of \$150,761 (2016: \$7,655 loss) following the revaluation of buildings and improvements.

PRINCIPAL ACTIVITIES

The principal activities of CAAPS during the financial year were to provide care and support services to Aboriginal and Torres Strait Islander people, families and communities who were affected by addiction to alcohol and other drug related problems.

There were no significant changes in the nature of the activities of the Corporation during the year.

EVENTS SUBSEQUENT TO REPORTING DATE

There has not arisen in the interval between the end of the financial year and the date of this report any matter or circumstance that has significantly affected or may significantly affect the operations of the Corporation, the results of those operations, or the state of affairs of the Corporation, in future financial years.

LIKELY DEVELOPMENTS

The Corporation will focus on increasing the support services available to the Aboriginal and Torres Strait Islander people.

ENVIRONMENTAL REGULATION

The Corporation's operations are not subject to any significant environmental regulations under either Commonwealth or Territory legislation. However, the Directors believe that the Corporation has adequate systems in place for the management of its environmental requirements and is not aware of any breach of those environmental requirements as they apply to the Corporation.

DISTRIBUTIONS

The Corporation's rule book precludes it from distributing any surpluses to members. Accordingly, no distributions were paid, recommended or declared by the Corporation during the year.

DIRECTORS

The Directors of the Corporation at any time during or since the end of the financial year are:

Name	Position
Darren Johnson	Chairperson
Henry White	Director
Carlene (Kay) Ann Gehan	Director
Claudia Kantilla	Director
Francis Ah Mat	Director
Judith McKay	Alternate Director, resigned 4 November 2016

COUNCIL FOR ABORIGINAL ALCOHOL PROGRAM SERVICES ABORIGINAL CORPORATION
ABN: 24 981 990 592

DIRECTORS' REPORT (continued)

DIRECTORS' MEETINGS

The number of directors' meetings and the number of meetings attended by each of the directors of the Corporation during the financial year are:

Director	No of meetings held	No of meetings attended
Darren Johnson	8	7
Henry White	8	6
Carlene (Kay) Ann Gehan	8	7
Claudia Kantilla	8	3
Francis Ah Mat	8	5
Judith McKay	-	-

AUDITOR'S INDEPENDENCE DECLARATION

At no time during the financial year ended 30 June 2017 was an officer of the Corporation the auditor, a partner in the audit firm, or a director of the audit company that undertook the audit of the Corporation for that financial year.

The lead auditor's independence declaration forms part of the directors' report for the financial year ended 30 June 2017.

PROCEEDINGS ON BEHALF OF THE CORPORATION

During the year, no person has made application for leave in respect of the Corporation under section 169-5 of the Corporations (Aboriginal and Torres Strait Islander) Act 2006 (the Act).

During the year, no person has brought or intervened in proceedings on behalf of the Corporation with leave under section 169-5 of the Act.

This report is made in accordance with a resolution of the directors and is signed for and on behalf of the Board of Directors by:


Darren Johnson
Director
Date: 30 August 2017


Henry White
Director
Date: 30 August 2017

Statement of PROFIT & LOSS

STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME FOR THE YEAR ENDED 30 JUNE 2017

	Note	2017 \$	2016 \$
Income			
Revenue from grants and contributions	2A	3,188,615	2,933,797
Interest received	2B	14,980	10,580
Other revenue	2C	157,808	145,846
Other income	2D	1,818	23,636
Total Contribution		3,363,221	3,113,859
Expenses			
Employee benefits expense	3A	2,406,804	2,275,622
Other expenses	3B	727,552	703,680
Total Expenses		3,134,356	2,979,302
Net surplus for the year		228,865	134,557
Other Comprehensive (Loss)/Income			
Decrease on asset revaluation	15	(150,761)	(7,655)
Total comprehensive income for the year		78,104	126,902

Statement of FINANCIAL POSITION

STATEMENT OF FINANCIAL POSITION AS AT 30 JUNE 2017

	Note	2017 \$	2016 \$
ASSETS			
Current assets			
Cash and cash equivalents	4	1,364,441	2,030,378
Accounts receivable and other debtors	5	6,411	6,271
Other current assets	6	20,563	23,993
Total current assets		1,391,415	2,060,642
Non-current assets			
Property, plant and equipment	7	2,782,419	2,831,650
Total non-current assets		2,782,419	2,831,650
Total assets		4,173,834	4,892,292
LIABILITIES			
Current liabilities			
Accounts payable and other payables	8	570,739	1,392,410
Provisions	9	158,952	135,327
Total current liabilities		729,691	1,527,737
Non-current liabilities			
Provisions	9	7,658	6,174
Total non-current liabilities		7,658	6,174
Total liabilities		737,349	1,533,911
Net Assets		3,436,485	3,358,381
ACCUMULATED FUNDS			
Retained surplus		2,744,180	2,515,315
Asset revaluation reserve	15	692,305	843,066
Total accumulated funds		3,436,485	3,358,381

CAAPS Membership

To apply you can
contact us via email at
caaps@caaps.org.au
or download the
application form at
www.caaps.org.au/about-caaps
and submit in person to our
office in Berrimah or via
email attention to the
Contact Person
caaps@caaps.org.au

Our Governance is strong because **Aboriginal people are in control of the Governance** and have done so from our inception. Our Directors, elected by our Members, maintain a strong commitment to good governance working together and closely with our CEO and other senior management team members to **benefit Aboriginal people**

who access CAAPS services.

We strive for a balance between male and female members.

Membership of CAAPS is open to Aboriginal or Torres Strait Islander people who live in the Northern Territory.

They must be accepted by family and community as **maintaining a culturally responsible and sober lifestyle.**

Non-Indigenous people may also be associate members; however under the Rule Book they do not have voting rights and at present that includes Independent Directors. If you want to make a difference and ensure the future of CAAPS as a viable Aboriginal community controlled organisation, apply for membership of CAAPS Council.

Apply to become a CAAPS member today!

Council for Aboriginal Alcohol Program Services Corp.

www.caaps.org.au

PMB 22 Berrimah NT 0828

Phone: (08) 8922 4800

Toll Free: 1800 894 800

Fax: (08) 8922 4832

CAAPS Annual Report 2016 -2017

Design by: **Natanja Hoskin**

Printed by: **Image Offset**

Photography (Staff Portraits): **Lisa McTiernan Photography**

Aboriginal and Torres Strait Islander persons are warned that some images contained in this report may offend. CAAPS has carefully selected the photos included in this publication and taken all reasonable measures to ensure that the report does not contain photos of those deceased. We thank you for your understanding with this sensitive matter.